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ABSTRACT

This biennial salary survey by the State University of New York (SUNY) Librarians Association includes data on SUNY state-operated, statutory, and community college libraries. A survey mailed to library directors asked for salary and personnel information on all library staff including librarians, non-librarian professional staff, paraprofessionals, and directors. In addition, a separate questionnaire solicited information on staff reduction and turnover rates, entry-level salaries, and part-time/adjunct staff. Tables, divided into three sections by type of library, present data from 29 of the 30 state-operated campuses, 28 out of 30 community colleges, and 3 out of 5 statutory colleges; a fourth section includes an overall profile of SUNY librarian salaries. Although part-time employees are not included in the tables, a summary report is included in both the state-operated and community college sections. A summary of responses to the staffing changes questionnaire completes the report. Copies of the SUNY Salary Survey and Staffing Changes Questionnaires are included. (KM)

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State University of New York Librarians Association

SALARY SURVEY

— November 1985 —

ED282585

SUNYLA Personnel Policies Committee

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STATE UNIVERSITY OF NEW YORK LIBRARIANS ASSOCIATION

SALARY SURVEY

Data as of November 1985

Personnel Policies Committee

Report by Mary H. Loe and Margaret Wells

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ABBREVIATIONS USED:

SUNY	State University of New York
SUNYLA	State University of New York Librarians Association
UUP	United University Professions
UC	University Centers
AS	Colleges of Arts and Science
HS	Colleges and Centers for the Health Sciences
AT	Agricultural and Technical Colleges
SC	Specialized Colleges
St. C	Statutory Colleges
CC	Community Colleges

INTRODUCTION

The SUNY Library Association has conducted a biennial salary survey since the early 1970s to provide information to members of the library profession within SUNY and those involved in SUNY negotiations. As pay equity issues receive increased attention, this salary series may help various librarian and women's organizations document cases. In the future, SUNYLA will coordinate this salary survey with contract negotiations to provide the most current data possible.

This year's survey was mailed to the directors of all SUNY state-operated, statutory, and community colleges in November, 1985. The community college surveys were mailed out with the separate SUNY Community College Learning Resources Professional Staff Status and Salary Survey in cooperation with Douglas O. Michael at Cayuga Community College. Directors were asked to provide salary and personnel information on librarians, non-librarian professional staff, paraprofessionals, and directors. A separate questionnaire solicited information on staff reduction and turnover rates, entry level salaries, and part-time/adjunct staff. The survey forms, the questionnaire and the instructions are in the appendix of this report.

The State University of New York system includes 30 state-operated campuses, 5 statutory colleges, and 30 community colleges. The 5 campuses which did not respond are indicated by asterisks on the list of SUNY campuses on page 4.

Except for an overall profile of SUNY librarian salaries on page 16, data analyses for state-operated campuses, statutory colleges and community colleges have been done separately, primarily because community campuses designate differing ranks. The section on state-operated campuses includes a profile of all full-time professional staff with separate tables for employees with academic librarian ranks and professional (PR) ranks. Part-time employees are not included in the tables, but a summary of their data is included in both the state-operated and community college sections. A summary of the responses to the questionnaire concludes the report.

This survey was designed to facilitate comparisons with surveys such as the ARL annual salary survey. Caution should be used in survey comparisons since the data elements may not be comparable. The results in this survey are based on data supplied by the participating library directors; no attempt has been made to verify the data supplied to SUNYLA.

The SUNY Librarians' Association, its Personnel Policies Committee, and all who use this report are indebted to the library directors who graciously cooperated in supplying the data. In addition to them, the members of the 1985 Personnel Policies Committee who worked on the survey and Douglas Michael, who helped gather the community college data, deserve thanks. Special appreciation goes to Marjorie Wells, Randy Gadikian, Marilyn Kihl and Tom Lundstrom for hours of both computer and hand processing, and to Diana Kelly and Debbie Buske for their assistance. The final report was printed through the cooperation of SUNYCO's Publications Office.

Mary K. H. Loe
SUNY College at Oswego
December 1986

STATE UNIVERSITY OF NEW YORK

*All campuses except those marked with an asterisk are included in this survey. Those marked with an asterisk did not respond to the survey.

State Operated Campuses (These campuses are administered by SUNY's Board of Trustees and operated fully by the state.)

University Centers
State University of New York at Albany
State University of New York at Binghamton
State University of New York at Buffalo
State University of New York at Stony Brook

Colleges of Arts and Science
* Empire State College
State University College at Brockport
State University College at Buffalo
State University College at Cortland
State University College at Fredonia
State University College at Geneseo
State University College at New Paltz
State University College at Old Westbury
State University College at Oneonta
State University College at Oswego
State University College at Plattsburgh
State University College at Potsdam
State University College at Purchase

Colleges and Centers for the Health Sciences
Downstate Medical Center at Brooklyn
Upstate Medical Center at Syracuse
College of Optometry at New York City
Health Sciences Center at Buffalo University Center
Health Sciences Center at Stony Brook University Center

Agricultural and Technical Colleges
Agricultural and Technical College at Alfred
Agricultural and Technical College at Canton
Agricultural and Technical College at Cobleskill
Agricultural and Technical College at Delhi
Agricultural and Technical College at Farmingdale
Agricultural and Technical College at Morrisville

Specialized Colleges
College of Environmental Science and Forestry at Syracuse
Maritime College at Fort Schuyler
College of Technology at Utica/Rome

Other Campuses (Statutory colleges are fully financed by SUNY but partly supervised by the trustees of the private universities at which they are lodged. Community colleges are jointly administered by SUNY's Board of Trustee and their own local boards.)

Statutory Colleges
College of Agriculture and Life Sciences at Cornell University
College of Ceramics at Alfred University
College of Human Ecology at Cornell University
* School of Industrial and Labor Relations at Cornell University (responded to questionnaire only)
* College of Veterinary Medicine at Cornell University

Community Colleges
(Locally-sponsored, two-year colleges under the program of State University)
Adirondack Community College at Glens Falls
Broome Community College at Binghamton
Cayuga County Community College at Auburn
Clinton Community College at Plattsburgh
Columbia-Greene Community College at Hudson
Community College of the Finger Lakes at Canandaigua
Corning Community College at Corning
Dutchess Community College at Poughkeepsie
Erie Community College at Williamsville, Buffalo and Orchard Park
* Fashion Institute of Technology at New York City
Fulton-Montgomery Community College at Johnstown
Genesee Community College at Batavia
Herkimer County Community College at Herkimer
Hudson Valley Community College at Troy
Jamestown Community College at Jamestown
Jefferson Community College at Watertown
Mohawk Valley Community College at Utica
Monroe Community College at Rochester
Nassau Community College at Garden City
Niagara County Community College at Sanborn
North Country Community College at Saranac Lake
Onondaga Community College at Syracuse
Orange County Community College at Middletown
* Rockland Community College at Suffern
Schenectady County Community College at Schenectady
Suffolk County Community College at Selden, Riverhead and Brentwood
Sullivan County Community College at Loch Sheldrake
Tompkins Cortland Community College at Dryden
Ulster County Community College at Stone Ridge
Westchester Community College at Valhalla

I. STATE-OPERATED CAMPUSES

A. PROFILE OF PROFESSIONAL STAFF IN SUNY STATE-OPERATED LIBRARIES

The profile include full-time employees in all academic and professional ranks. All campuses are included; library directors are included. All salaries were converted to calendar-year equivalents.

ALL PROFESSIONAL STAFF: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE* BY RANK BY TYPE OF LIBRARY

		UC	AS	HS	AT	SC	ALL
LIBRARIAN	mean	40749	36242	39564	33471	44241	37760
	low	28700	29130	37889	25029	42807	25029
	high	68747	51657	40702	39171	45675	68747
	number	22	30	3	9	2	66
	yrs exp	19.68	22.05	16.00	18.11	23.50	20.49
ASSOCIATE LIBRARIAN	mean	30707	27819	30547	27728	29740	29280
	low	22800	20500	27345	23200	24772	20500
	high	39345	40198	35861	31696	36788	40198
	number	61	67	13	6	8	155
	yrs exp	15.71	16.38	11.46	14.83	21.00	15.88
SENIOR ASSISTANT LIBRARIAN	mean	25943	21952	25045	21779	25244	23672
	low	21487	17000	22000	19520	21794	17000
	high	33416	30050	27952	26025	27757	33416
	number	28	38	13	11	3	93
	yrs exp	9.79	8.76	6.69	7.73	15.67	8.88
ASSISTANT LIBRARIAN	mean	19436	18390	19370	18470	18362	18898
	low	16500	15176	15747	16000	17873	15176
	high	22784	23952	22913	25025	19236	25025
	number	27	26	9	8	4	74
	yrs exp	3.72	2.78	5.11	5.88	6.50	3.94
PR RANKS (PR1-PR5)	mean	26493	21295	32918	--	26712	31032
	low	13350	10680	16500	--	17000	10680
	high	40685	28558	49567	--	40319	49567
	number	49	13	4	0	5	71
	yrs exp	10.30	10.64	8.75	--	11.00	10.91
OTHER RANKS	mean	--	49490	--	--	--	49440
	low	--	44000	--	--	--	44000
	high	--	54522	--	--	--	54522
	number	0	6	0	0	0	6
	yrs exp	--	27.00	--	--	--	27.00
ALL RANKS	mean	26914	26730	26589	25145	27070	26691
	low	13350	10680	15747	16000	17000	10680
	high	68747	54522	49567	39171	45675	68747
	number	187	180	42	34	22	465
	yrs exp	10.00	11.00	7.00	10.00	12.00	10.00

*Experience includes both experience as a professional in the current SUNY unit and full-time professional experience prior to the current appointment.

ALL PROFESSIONAL STAFF: SALARIES AND YEARS OF EXPERIENCE* BY JOB TITLE* BY SEX*

1=Director
2=Ass't./Assoc Director
3=Branch Librarian
4=Functional Specialist
5=Subject Specialist
6=Department Head
7=Other Librarian
8=Paraprofessional

		MALE	FEMALE	ALL
1)	mean	46106	44827	45775
	low	31696	39171	31696
	high	68747	54252	68747
	number	20	7	27
	yrs exp	22.75	20.14	22.07
2)	mean	34567	34133	34290
	low	19261	22260	19261
	high	45042	53377	53377
	number	12	21	33
	yrs exp	16.75	17.60	17.29
3)	mean	32787	32316	32463
	low	21412	24104	21412
	high	40685	41549	41549
	number	5	11	16
	yrs exp	14.60	14.55	14.56
4)	mean	25123	24074	24534
	low	15616	15747	15616
	high	36630	32054	36630
	number	18	23	41
	yrs exp	11.39	9.35	10.24
5)	mean	27477	23869	25072
	low	20000	15176	15176
	high	35420	36241	36241
	number	22	44	66
	yrs exp	12.69	10.86	11.47
6)	mean	28530	29115	28914
	low	16800	20000	16800
	high	41432	41689	41689
	number	36	69	105
	yrs exp	13.00	14.95	14.28
7)	mean	23940	23063	23288
	low	16500	16000	16000
	high	36979	34887	36979
	number	30	87	117
	yrs exp	9.97	10.03	10.02
8)	mean	17918	17853	17866
	low	13716	10680	10680
	high	27168	28558	28558
	number	10	42	52
	yrs exp	6.80	8.30	8.01

ALL mean	26691
low	10680
high	68747
number	470
yrs exp	10.00

*Experience includes both experience in the current SUNY unit and full-time experience prior to current appointment. See the survey instructions for definitions of job titles.

ALL PROFESSIONAL STAFF: SUMMARY

SEX: MALE--156 (33%) FEMALE--314 (67%)

PREVIOUS FULL-TIME EXPERIENCE: mean--5.57 years (n=271)
PREVIOUS PART-TIME EXPERIENCE: mean--3.90 years (n=28)

YEARS SINCE APPOINTED: mean--9.05 years

APPOINTMENT STATUS:	Management/Confidential	17	Temporary	7
	Continuing Appointment	245	Permanent	23
	Term Appointment	169	Other	3

BARGAINING UNIT:	Management/Confidential	18
	UUP	447
	None	2

CONTRACT YEAR: Academic--10 College--8 Calendar--447 Other--2

PROMOTIONS REPORTED AT STATE-OPERATED CAMPUSES--
DECEMBER 1983 TO DECEMBER 1985:

	Ass't. Lib. to Sr. Ass't Lib.	Sr. Ass't. to Assoc. Lib.	Assoc. Lib. to Lib.	PR1 to Ass't Lib.	Other
UC	7	17	5	3	1
AS	9	13	7	0	2
HS	2	1	0	0	1
AT	3	1	0	0	0
SC	2	1	0	1	1
ALL	23	33	12	4	5

LIBRARIAN PROMOTIONS REPORTED IN PREVIOUS SUNYLA SURVEYS:

	1975-77	1977-80	1980-81	1981-83	1983-85
Assistant to Senior Assistant	39	57	32	29	23
Ass't. to Associate	19	3	1	0	1
Sr. Ass't. to Assoc.	1	9	26	23	33
Assoc. to Librarian	5	15	6	9	12
Total	64	84	65	61	69

PART-TIME PROFESSIONAL EMPLOYEES AT STATE-OPERATED CAMPUSES:

Job Title by Type of Library:

	Other Librarian	Paraprofessional	All
UC	11	3	14
AS	4	3	7
HS	0	1	1
AT	3	0	3
SC	1	0	1
ALL	19	7	26

Ranks: Associate Librarian--2, Senior Assistant Librarian--4, Assistant Librarian--11, PR2--1, PR1--6, Other--2

Years Since Appointed: Mean 6.76 years

Appointment Status: Continuing--2, Term--17, Temporary--7

Bargaining Unit: UUP--26

Contract Year: Academic--2, Calendar--22, Other 2

Salary: Full-time, calendar year equated--mean $20,946

Degrees: BA/BS--4; Library degree at Bachelor's and Master's in non-Library field--1; BA/BS and MLS--15; BA/BS, MLS and 2nd Master's--3; Other--3

I. STATE OPERATED CAMPUSES

B. ACADEMIC LIBRARIAN RANKS IN SUNY STATE-OPERATED CAMPUSES

This section includes full-time employees with academic librarian ranks. Directors have been excluded. Salaries have been converted to calendar year equivalents.

SUNY LIBRARIANS: SALARIES AND YEARS OF PROFESSIONAL LIBRARY EXPERIENCE* BY TYPE OF LIBRARY BY RANK

		LIB	ASSOC LIB	SEN ASS'T LIB	ASS'T LIB	ALL
UC	mean	38266	30707	25943	19436	28600
	low	28700	22800	21487	16500	16500
	high	53377	39345	33416	22784	53377
	number	20	61	28	27	136
	yrs exp	19.35	15.71	9.79	3.72	12.65
AS	mean	33589	27632	21952	18390	25650
	low	29130	20500	17000	15176	15176
	high	42948	37103	30050	23952	42948
	number	25	66	38	26	155
	yrs exp	21.06	16.45	8.76	2.78	13.01
HS	mean	37889	30547	25045	19370	25298
	low	37889	27345	22000	15747	15747
	high	37889	35861	27952	22913	37889
	number	1	13	13	9	41
	yrs exp	11.00	11.46	6.69	5.11	7.73
AT	mean	29410	26934	21779	18470	22844
	low	25029	23200	19520	16000	16000
	high	31635	31115	26025	25025	31635
	number	4	5	11	8	28
	yrs exp	16.75	16.80	7.73	5.88	10.11
SC	mean	-	29740	25244	18362	24449
	low	-	24772	21794	17873	17873
	high	-	36788	27757	19236	36788
	number	0	8	3	4	15
	yrs exp	-	21.00	15.67	6.50	14.39
ALL	mean	35211	29193	23672	18898	26478
	low	25029	20500	17000	15176	15176
	high	53377	39345	33416	25025	53377
	number	50	153	93	74	370
	yrs exp	19.83	15.98	8.88	3.94	12.21

*Experience includes both experience as a professional in the current SUNY unit and full-time professional experience prior to the current appointment.

SUNY LIBRARIANS: SALARIES AND YEARS OF EXPERIENCE* BY JOB TITLE* BY SEX

JOB TITLE		MALE	FEMALE	ALL
ASS'T./ASSOC.	mean	36819	34133	34938
	low	27000	22260	22260
	high	45042	53377	53377
	number	9	21	30
	yrs exp	20.00	17.60	18.32
BRANCH LIBRARIAN	mean	29084	32316	31623
	low	21412	24104	21412
	high	37103	41549	41549
	number	3	11	14
	yrs exp	13.33	14.55	14.29
FUNCTIONAL SPECIALIST	mean	24457	24099	24249
	low	15616	15747	15616
	high	33500	32054	33500
	number	13	18	31
	yrs exp	10.77	10.06	10.35
SUBJECT SPECIALIST	mean	27477	23869	25072
	low	20000	15176	15176
	high	35420	36241	36241
	number	22	44	66
	yrs exp	12.69	10.86	11.47
DEPARTMENT HEAD	mean	28638	29115	28954
	low	16800	20000	16800
	high	41432	41689	41689
	number	35	69	104
	yrs exp	13.26	14.95	14.38
OTHER PROFESSIONAL LIBRARIAN	mean	23940	23053	23284
	low	16500	16000	16000
	high	36979	34887	36979
	number	30	85	115
	yrs exp	9.97	9.99	9.98
PARAPROFESSIONALS	mean	-	17887	17887
	low	-	17873	17873
	high	-	17901	17901
	number	-	2	2
	yrs exp	-	4.00	4.00
ALL	mean	27226	26147	26478
	low	15616	15176	15176
	high	45042	53377	53377
	number	115	260	375
	yrs exp	12.41	12.12	12.21

*Experience includes current SUNY experience plus previous full-time experience. See Survey Instructions for definitions of job titles.

SUNY LIBRARIANS: SALARIES BY SEX BY TYPE OF LIBRARY

	UC	AS	HS	AT	SC	ALL
MALE						
mean	29253	26602	24527	23246	23455	27226
number	49	45	9	8	4	115
%	36%	29%	22%	29%	27%	31%
FEMALE						
mean	28232	25261	25515	22684	26662	26147
number	87	110	32	20	11	260
%	64%	71%	78%	71%	73%	69%
ALL						
mean	28600	25650	25298	22844	25807	26478
number	136	155	41	28	15	375
%	100%	100%	100%	100%	100%	100%

SUNY LIBRARIANS WITH ADVANCED DEGREES BEYOND THE MASTER'S DEGREE IN LIBRARY SCIENCE: MEAN SALARIES BY TYPE OF LIBRARY BY RANK

	Degrees*:	5	6	7	8
UC	Librarian		42958 (n=4)		36708 (n=2)
	Associate Librarian		30763 (n=18)	29592 (n=1)	30467 (n=4)
	Sr. Ass't. Librarian		24546 (n=7)		
	Assistant Librarian		18583 (n=3)		
AS	Librarian	29361 (n=1)	37051 (n=11)		39490 (n=3)
	Associate Librarian	28944 (n=3)	27901 (n=22)		30603 (n=5)
	Sr. Ass't. Librarian		22236 (n=11)		
	Assistant Librarian		17917 (n=6)		
HS	Sr. Ass't. Librarian		28176 (n=2)		
	Assistant Librarian		25607 (n=3)		
AT	Librarian		34239 (n=7)		
	Associate Librarian		28950 (n=3)		
	Sr. Ass't. Librarian		21309 (n=2)		
	Ass't. Librarian		25025 (n=1)		
SC	Librarian		30637 (n=1)		
	Associate Librarian		36521 (n=1)		
	Sr. Ass't. Librarian		21794 (n=1)		
ALL RANKS:	UC		29785 (n=32)	29592 (n=1)	32547 (n=6)
	AS	29048 (n=4)	27470 (n=50)		33936 (n=8)
	HS		26581 (n=5)		
	AT		30321 (n=13)		
	SC		29651 (n=3)		
	TOTAL	29048 (n=4)	28571 (n=103)	29592 (n=1)	33341 (n=14)

*Degree codes:

5 = B.A. or B.S., Library degree at Master's level, and an Advanced Certificate in Library Studies (6th year)

6 = B.A. or B.S., Library degree at Master's level, and a second Master's degree

7 = B.A. or B.S., Library degree at Master's level, second Master's degree, and an Advanced Certificate in Library Studies

8 = B.A. or B.S., Library degree at Master's level, and a Doctoral degree (PhD, EDD, MD, etc.)

I. STATE OPERATED CAMPUSES

C. PROFESSIONAL (PR) RANKS IN SUNY LIBRARIES

This section includes full-time employees with PR ranks at state-operated campuses. Directors are not included.

PR RANKS: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE* BY JOB TITLE*

2=Ass't./Assoc. Director
3=Branch Librarian
4=Functional Specialist
6=Department Head
7=Other Librarian
8=Paraprofessional

	2	3	4	6	7	8	ALL
mean	27809	38342	25417	24755	23492	17865	20283
low	19261	36000	19167	24755	19965	10680	10680
high	38545	40685	36630	24755	27020	28558	40685
number	3	2	10	1	2	50	68
yrs exp	7.00	16.50	9.90	4.00	12.00	8.17	8.67

*Experience includes full-time experience at the current SUNY unit plus previous full-time experience. See survey instructions for definitions of job titles.

PR RANKS: SUMMARY

TOTAL PR EMPLOYEES: 68

SEX: MALE-- NA FEMALE-- NA

YEARS SINCE APPOINTED: mean--7.00 years

APPOINTMENT STATUS:

Management/Confidential	1
Continuing Appointment	3
Term Appointment	39
Temporary Appointment	2
Permanent Appointment	22

BARGAINING UNIT: UUP-68

CONTRACT YEAR: College year--4 Calendar year--64

PREVIOUS FULL-TIME EXPERIENCE: mean--2.14 years
PREVIOUS PART-TIME EXPERIENCE: mean--0.07 years

DEGREES: Bachelor's: 33
Library degree at Bachelor's level and Master's in non-Library field: 4
B.A. or B.S. and Library degree at Master's level: 8
B.A. or B.S., Library degree at Master's level, and second Master's degree: 3
Other: 12

II. COMMUNITY COLLEGES

Twenty-eight of the thirty SUNY community colleges responded to the survey (see page 4). Only full-time employees are included in these tables. Directors are included and salaries are calendar year equated.

COMMUNITY COLLEGE LIBRARY STAFF: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE* BY RANK

	Number	Mean	Low	High	Years Exp.
Librarian	9	36,508	28,333	47,603	20.7
Associate Librarian	6	29,138	26,788	36,000	13.3
Sr. Ass't. Librarian	2	22,696	19,795	25,596	7.5
Assistant Librarian	9	23,278	17,663	30,869	8.6
Professor	28	41,928	27,766	53,605	19.7
Associate Professor	27	35,583	22,880	47,294	16.7
Assistant Professor	39	29,583	18,241	40,535	11.7
Instructor	17	23,003	8,500	34,744	8.5
Other Ranks	25	24,717	14,000	40,789	13.5
ALL	172	30,492	8,500	53,605	14.1

COMMUNITY COLLEGE LIBRARY STAFF: SUMMARY

SEX: FEMALE--126 (64%) MALE--72 (36%)

APPOINTMENT STATUS:

Management/Confidential	8	Temporary Appointment	20
Continuing Appointment	107	Permanent Appointment	9
Term Appointment	51		

BARGAINING UNIT: Management/Confidential 7; UUP 1; Other 173

CONTRACT YEAR: Academic--42 College--27 Calendar--111

COMMUNITY COLLEGE LIBRARY STAFF: SALARIES AND YEARS OF PROFESSIONAL EXPERIENCE* BY JOB TITLE** BY SEX

	Female			Male		
	Mean	No.	Years Exp.	Mean	No.	Years Exp.
Director	37,665	13	21.5	35,471	17	16.3
Ass't/Assoc.Director	29,694	3	14.5	44,319	2	14.0
Branch Librarian	-	-	-	31,636	1	10.0
Functional Specialist	24,798	8	11.1	32,070	6	10.4
Subject Specialist	33,245	18	14.0	32,022	3	13.7
Department Head	33,165	11	13.4	30,144	8	15.3
Other Librarian	28,661	39	12.9	35,901	19	16.1
Paraprofessional	16,739	8	19.8	19,362	12	6.5

*Experience includes both experience as a professional in the current SUNY unit and full-time and half-time professional experience prior to the current position. **See survey form for definition of job titles.

COMMUNITY COLLEGE LIBRARIANS WITH ADVANCED* DEGREES: MEAN SALARIES

(Note: Advanced degrees are those beyond the master's in library science. Salaries are calendar-year equated.)

Degrees	Mean Salary
B.A./B.S., Master's in Library Science, and Advanced Certificate	24297 (n=3)
B.A./B.S., Master's in Library Science, and a second Master's	35200 (n=32)
B.A./B.S., Master's in Library Science, second Master's, and Advanced Certificate	20000 (n=1)
B.A/B.S., Master's in Library Science, and a Doctoral degree (PhD, MD, etc.)	47467 (n=3)

PROMOTIONS AT COMMUNITY COLLEGES:

Instructor to Ass't. Professor	11
Ass't. to Assoc. Professor	6
Assoc. Professor to Professor	4
Other	12

PART-TIME PROFESSIONAL EMPLOYEES IN COMMUNITY COLLEGE LIBRARIES: SUMMARY

JOB TITLES:

Ass't./Assoc. Director	1
Functional Specialist	14
Subject Specialist	1
Department Head	3
Other Librarian	6
Paraprofessional	2

TENURE STATUS:

Continuing Appointment	6
Term Appointment	3
Temporary Appointment	18

BARGAINING UNIT: Yes--16 No/None--11

CONTRACT YEAR:

Academic	2	Calendar	7
College	2	Other	16

SALARY:

Full-time calendar year equated mean salary: ($17,965 n=23)
Hourly wages ranged from $8 to $15 per hour

III. STATUTORY COLLEGE LIBRARY STAFF: SALARIES* AND YEARS OF PROFESSIONAL EXPERIENCE** BY RANK

	High	Low	Mean	Numbers	Years Exp.
Librarian	34,028	30,367	32,198	2	22.5
Assoc. Librarian	36,521	23,749	28,646	10	15.9
Sr. Ass't Librarian	30,376	19,500	23,606	7	9.9
Ass't. Librarian	17,820	17,000	17,410	2	1.5

*Salaries are calendar year equated.

**Experience includes both experience as a professional in current SUNY unit and full and half-time professional experience prior to current appointment

STATUTORY COLLEGE LIBRARY STAFF: SUMMARY

SEX: FEMALE--12 (57%) MALE--9 (43%)

APPOINTMENT STATUS:
CONTINUING APPOINTMENT 5
TERM APPOINTMENT 16

CONTRACT YEAR: Academic--4 College--0 Calendar--17

BARGAINING UNIT: None--21

IV. PROFILE OF ALL SUNY SYSTEM LIBRARIANS WITH ACADEMIC RANK

This profile includes all full time librarians holding academic ranks at SUNY Colleges. See page 2 for abbreviations used. Salaries are calendar year equated.

	Mean	High	Low	Number	Mean Years Experience
Librarian/Professor					
UC	40,749	68,747	28,700	22	19.7
AS	36,242	51,657	29,130	30	22.1
HS	39,564	40,702	37,889	3	16.0
SC	44,241	45,675	42,806	2	23.5
AT	33,471	39,171	25,029	9	18.1
St. C	32,198	34,028	30,367	2	22.5
CC	40,610	53,605	28,333	37	19.9
Associate Librarian/Professor					
UC	30,707	39,345	22,800	61	15.7
AS	27,819	40,198	20,500	67	16.4
HS	30,547	35,861	27,345	13	11.5
SC	29,740	36,788	24,772	8	21.0
AT	27,728	31,696	23,200	6	14.8
St. C	28,646	36,521	23,749	10	15.9
CC	34,411	47,294	26,788	33	16.0
Sr. Ass't. Librarian/Ass't. Professor					
UC	25,943	33,416	21,487	28	9.8
AS	21,952	30,050	21,952	38	8.8
HS	25,045	27,952	22,000	13	6.7
SC	25,244	27,757	21,794	3	15.7
AT	21,779	26,025	19,520	11	7.7
St. C	23,606	30,376	19,500	7	9.9
CC	29,247	40,535	18,241	44	11.5
Assistant Librarian/Instructor					
UC	19,436	22,784	16,500	27	3.7
AS	18,390	23,952	15,176	26	2.9
HS	19,370	22,913	15,747	9	5.1
SC	18,362	19,236	17,873	4	6.5
AT	18,470	25,025	16,000	8	5.9
St. C	17,410	17,820	17,000	2	1.5
CC	23,098	34,744	8,500	32	8.5

V. QUESTIONNAIRE RESULTS

I. STAFFING, November 1985

1. STAFF TURNOVER: Twenty-nine (of 30) state-operated campuses lost 95.5 members of the professional staff (librarians and NTPs) from December 1983 to November 1985. Reasons for the turnover included 36 retirements, 54 resignations, .5 non-renewals and 3 deaths. Twenty-seven (of 30) community colleges lost 28.6 professional staff members during the same time, including 13 retirements, 11.6 resignations and 3 non-renewals. Four (of 5) statutory colleges lost 9 librarians and NTPs, including 4 retirements and 5 resignations.

2. BUDGETED LINES: Twenty-nine state-operated campuses reported a total of 523.35 lines budgeted to the libraries in 1985: 405.70 academic, 96.65 NTPs and 21 Management/Confidential. Of these, 34.5 lines were vacant at the time of the survey. Twenty-seven community colleges had a total of 169.5 lines budgeted to libraries: 123.5 academic, 9 Management/Confidential and 37 NTP lines. Of these lines 8.75 were vacant. Statutory colleges (4 of 5) reported 30 budgeted academic and 3 NTP lines, with 1.5 vacancies.

3. PART-TIME/ADJUNCT LIBRARIANS: Four state-operated campuses and 8 community colleges reported part-time adjunct librarians or staff in 1985 who were not there in 1983. Many libraries filled these positions on a temporary basis while recruitment was in process or used them for night and weekend reference hours.

II. SALARIES

1. EFFECT ON RECRUITMENT/RETENTION: Fifty responses to "As library director, do you feel that the librarian salaries in SUNY are affecting recruitment and retention? In what ways?" included the following:

Response	Number	% of Total
Yes	1	2
Yes--salaries not competitive	20	40
Yes--uncompetitive with New York City/Long Island cost of living	5	10
Yes--especially at lower levels	1	2
No	19	38
Not sure	4	8

Additional comments cited the lack of opportunity for professional growth in SUNY and the reduced vacation benefits.

2. ENTRY-LEVEL SALARIES: Entry-level salary is defined as the amount the library director would expect to pay a recent library school graduate hired at the lowest rank with no experience. Salaries are calendar-year equated.

	Number of Responses	Mean	Low	High
STATE-OPERATED				
University Centers	3	17167	16500	18000
Arts & Sciences	10	16640	13500	19000
Health Sciences	4	18625	16000	21000
Ag & Technical	3	17666	17000	18000
Specialized	2	17500	16000	19000
COMMUNITY COLLEGES	17	21690	13438	26077
STATUTORY COLLEGES	3	14570	12362	17000

SUNYLA SALARY SURVEY 1985

INSTRUCTIONS

If your library participated in the December 1983 Survey, a certain amount of information has already been entered on the survey form. Please check the data for accuracy and fill in the blank columns. Line out information for persons no longer employed by your library. Add information for new employees. Include part-time and temporary employees, professional staff (NTPs), paraprofessionals and the Director of the Library.

Specific instructions follow for particular data elements. Please try to follow the standardized codes, but if you find they don't quite fit your situation, feel free to add comments on the back of the survey form or on a separate sheet of paper. If you have questions about the survey or how to fill out the forms, call the Committee member named at the bottom of the survey form.

PLEASE RETURN THE SURVEY BY NOVEMBER 30.

1. **NAME:** Last name or line number is requested.

2. **SEX:** Use letter M (male) or F (female).

3. **PREVIOUS EXPERIENCE:** Actual years of post MLS professional library experience before joining your library, not limited to experience in academic libraries. Enter part-time experience in 3A if it was half-time or more.

4. **YEAR APPOINTED:** The year in which the person was appointed to a non-clerical library position in your library.

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SUNYLA SALARY SURVEY -- NOVEMBER 1985 -- INSTRUCTIONS

5,6,7. **STARTING RANK, RANK AS OF 12/83, CURRENT RANK:** (Please do not use job titles, as they are entered in #14.) Choose one of the following codes:

01	Librarian	
02	Associate Librarian	
03	Senior Assistant Librarian	
04	Assistant Librarian	
05	Professor	
06	Associate Professor	
07	Assistant Professor	
08	Instructor	
09	PR 1	Professional Service Staff, NTPs, Technical Assistants, etc.
10	PR 2	
11	PR 3	
12	PR 4	
13	PR 5	
14	Other (please specify) or No Rank Assigned	

8. **APPOINTMENT STATUS:** Type of appointment as of November 1985.

1	Management/Confidential
2	Continuing Appointment (tenure for academics)
3	Term Appointment with specified expiration date
4	Temporary Appointment
5	Permanent Appointment (for NTP ranks)
6	Other -- Please specify

9. **BARGAINING UNIT:**

1	Management/Confidential
2	UUP - United University Professions
3	Other--- Please specify
4	None

10. **FTE:** Full-time equivalent, express as a decimal (e.g. 1.00 = full-time, .50 = half-time, etc.)

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11. CONTRACT YEAR: type of contract

1 Academic year: Professional obligation when classes are in session.
2 College year: An annual professional obligation of less than 12 months, but excluding individuals on the academic year.
3 Calendar year: A 12-month professional obligation.
4 Other -- Please specify

12,13. SALARY 12/83, CURRENT SALARY: Actual annual salary, not hourly wage and not full-time or 12-month equivalent.

14. JOB TITLE: Choose one of the following that most closely describes the job:

1 Library Director
2 Associate or Assistant Director (their functions are primarily administrative and they generally assist in formulating library policy)
3 Branch Librarian (Head of a branch or special library)
4 Functional Specialist (media specialists, archivists, or experts in management fields such as personnel, fiscal matters, systems, etc.)
5 Subject Specialist (builds collections and offers specialized reference and bibliographic services)
6 Department Head
7 Other Professional Librarian (administrative responsibility, if any, comprises less than half the job responsibilities)
8 Paraprofessional, Technical Assistants, etc.

--continued--

15. **DEGREES:** Specify the combination of all degrees from the codes listed below. If an individual listed on the form has received additional degrees since the 1983 survey, please change the person's code to reflect the new degrees.

1	Bachelor of Arts or Sciences
2	Library degree at Bachelor's level
3	Library degree at Bachelor's level and a Master's degree in a non-library field
4	B.A. or B.S. and a Library degree at Master's level
5	B.A. or B.S., a Library degree at the Master's level, and an advanced Certificate in Library Studies (6th year)
6	B.A. or B.S., a Library degree at the Master's level, and a second Master's degree
7	All the degrees listed in #6 above, plus an advanced Certificate in Library Studies
8	B.A. or B.S., a Library degree at the Master's level, and a Doctoral degree (PhD, EDD, MD, JD, etc.)
9	Other -- Please specify

THANK YOU FOR TAKING THE TIME TO COMPLETE THIS SURVEY AND THE ACCOMPANYING QUESTIONNAIRE.

SUNYLA SALARY SURVEY QUESTIONNAIRE

November 1985

ENTRY LEVEL SALARY

What is your Entry Level Salary as of November 1, 1985? (Entry Level Salary is defined as the amount you would expect to pay a recent library school graduate hired at the lowest rank with no experience.)

TURNOVER

1.) How many librarians (and NTPs) have left your staff since December 1983? Include the total and the following breakdowns:

_____ Total

_____ Retirements
_____ Resignations

_____ Non-renewals
_____ Deaths

2.) As library director, do you feel that the librarian salaries in SUNY are affecting recruitment and retention? In what ways?

STAFF REDUCTIONS

1.) How many academic lines are budgeted to your library? _____
How many MC lines are budgeted to your library? _____
How many NTP lines are budgeted to your library? _____

2.) How many current vacancies do you have in each line category?
_____ Acacemic lines _____ NTP lines _____ MC lines

3.) How many academic lines have been added since December 1983? _____
Number of NTP lines added since December 1983? _____
Number of MC lines added since December 1983? _____

Salary Survey Questionnaire, Page 2.

PART-TIME/ADJUNCT LIBRARIANS

1.) Is your library using part-time/adjunct librarians now that it did not have in December 1983? ___ Yes ___ No

2.) If yes, please comment on this situation.

COMMENTS

Please comment on ways this survey or the report could be improved.

STATE UNIVERSITY OF NEW YORK LIBRARIANS ASSOCIATION

SALARY SURVEY

Campus: Prepared by:

1 Name or Line No.	2 Sex	3 & 3A Previous Exper. F-time	P-time	4 Year App't	5 Starting Rank	6 Rank 12/83	7 Current Rank	8 Appoint-ment Status	9 Bargaining Unit	10 FTE	11 Contract Year	12 Salary 12/83	13 Current Salary	14 Job Title	15 Degrees

Please return completed survey to:

Deadline: November 22, 1985